

Modern Slavery Statement, Canada

Joint Statement from

LexisNexis Canada Inc.

LexisNexis, a division of RELX Inc.

Elsevier Canada Inc.

Fighting Against Forced Labour and Child Labour in Supply Chains

Introduction and Reporting Scope

This statement has been prepared in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, Canada, 2024 (the “Act”). It sets out the steps taken by LexisNexis Canada Inc., LexisNexis, a division of RELX Inc. and Elsevier Canada Inc. to prevent and reduce the risk of forced labour and child labour in our business activities and supply chain during the financial year ending 31 December 2025. The above-listed three entities (the “Reporting Entities”) are wholly owned subsidiaries of RELX Group plc (“RELX”). This report, which should be read in conjunction with [RELX’s Modern Slavery Act statement](#) and [RELX’s Corporate Responsibility Report](#), reflects the same underlying policies, governance and risk-based approach.

Structure, Activities and Supply Chains

The Reporting Entities are global providers of information-based analytics and decision tools for professionals and business customers, enabling them to make better decisions, get better results and be more productive. Operating in more than 180 countries, with more than 37,000 employees worldwide, RELX has approximately 300 employees in Canada in offices in Toronto, Montreal and Ottawa. Our principal activities are office-based and technology-driven, involving the creation, analysis and distribution of information. The Reporting Entities sell printed books and journals in Canada, considered “goods”, according to Canadian contracts and customs laws, and, therefore, subject to the Act. RELX has a diverse supply chain with suppliers located in more than 150 countries. Our supply chain primarily comprises professional services, technology and data services, content creation, marketing, facilities management, events and other outsourced services.

In 2025, the Reporting Entities and affiliated companies had over 3,000 (3,138 unique adjusted GUP) suppliers with a total spend of \$21 million USD. 94% of Canadian spend was with suppliers based in Canada. The top supplier countries after Canada are the United States, Philippines, United Kingdom, Netherlands, India, Spain, Austria, Germany and France.

Policies and Due Diligence Framework

The Reporting Entities are committed to respecting internationally recognised human rights, including the elimination of forced labour and child labour. Our approach is guided by our Code of Ethics, Supplier Code of Conduct, responsible procurement standards and a suite of policies that can be found on [RELX.com](https://www.relx.com). These documents set out expectations that employment must be freely chosen, child labour is prohibited, and workers must be treated with dignity and fairness. Suppliers are expected to comply with [RELX's Supplier Code of Conduct](#) (Supplier Code) and applicable laws.

Our Supplier Code stipulates our expectations of suppliers. It incorporates the Ten Principles of the United Nations Global Compact and encompasses key topics such as involuntary labour, non-discrimination, compensation and working hours, coercion and harassment, data security and environment. We require suppliers to ensure RELX Supplier Code standards are applied across their own supply chain.

Additionally, the Supplier Code governs how suppliers should interact with their own employees. It mandates that supplier subsidiaries and affiliates meet similar standards related to child labour, involuntary labour, coercion and harassment, non-discrimination, association, health and safety, retaliation, compensation and working hours, environmental protection, anti-corruption, and security of personal data.

Where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards.

The Supplier Code is available in 18 languages and suppliers must display it in their workplace.

Managing an ethical supply chain

Given the importance of an ethical supply chain, we maintain a Socially Responsible Supplier (SRS) programme encompassing all our business areas, supported by colleagues with expertise in operations and procurement and a dedicated SRS Director from our global procurement function. The VP Global Procurement has operational responsibility for ensuring engagement with suppliers occurs.

As stated above, the Supplier Code sets out expectations for our suppliers' ethical conduct. We track suppliers with whom we spend more than \$1m annually, deem critical, or those located in high-risk countries with which we spend \$100,000+ annually for two consecutive years and medium-risk countries where we spend \$500,000+ annually for two consecutive years.

The SRS tracking list changes year-on-year based on our business needs and changes in country risk designations. In 2025, there were 954 suppliers, of which 769 (81%) are signatories to our Supplier Code or have equivalent standards in place. The tracking list includes 111 suppliers in high-risk countries and 694 in medium risk countries.

Non-signatories are primarily new to the SRS tracking list and we are working with them and other non-signatories, to gain agreement to our Supplier Code. In total, at the end of 2025 there were 6,586 signatories to our Supplier Code, or suppliers with an equivalent code, representing an increase of 9% from 6,056 signatories at the close of 2024. We use a country risk ranking tool to determine risk in our supply chain. The tool, developed by a third party, incorporates eleven indicators including data from the ITUC Global Rights Index, the US State Department Trafficking in Persons report, the Human Development Index, the Freedom in the World Civil Rights survey, the Rule of Law Index produced by the World Justice Project and UNICEF's percentage of children aged 5-14 years engaged in child labour data, to determine the risk level of each country.

In addition, we monitor our supply chain by using our own tools (Bridger Insight XG) and other commercially available tools. Over 90% of our global spend was subjected to risk assessment in 2025.

Identifying and Assessing Risks; and Steps Taken to Prevent and Reduce Risks

The Reporting Entities apply a risk-based approach to identifying and assessing forced labour and child labour risks across its operations and supply chains. During 2025, our risk assessment activities considered geographic risk, sector-specific risk, and the nature of the goods and services provided. Higher-risk areas, including labour-intensive services and operations located in higher-risk jurisdictions, were prioritised for enhanced due diligence and engagement.

Steps taken during 2025 to prevent and reduce forced labour and child labour risks included requiring contractual adherence to the Supplier Code and conducting supplier self-assessments where appropriate. Where potential risks or concerns were identified, the Reporting Entities sought to engage with suppliers to promote corrective action and continuous improvement, rather than immediate disengagement, whenever appropriate.

Supplier audits

We understand audits are a helpful diagnostic tool to effectively identify risks alongside other measures. We strive for meaningful relationships with our suppliers to foster dialogue on labour and other issues.

Suppliers must comply with local labour laws and upon hiring, inform their employees of their employment terms.

We engage specialist supply chain auditors to evaluate compliance with the Supplier Code, and in 2025, there were 140 external audits; 69 onsite and 71 desktop. During 2025, onsite audit locations included Argentina, Brazil, Canada, China, Egypt, Hungary, India, Italy, Mauritius, Mexico, Pakistan, Philippines, Singapore, South Africa, Sri Lanka, United Kingdom and United States. Desktop audits involve supplier responses to an online questionnaire, supporting document uploads, and a risk assessment.

During an onsite audit, the auditor will randomly select employees from a full roster to interview. This provides an opportunity to address the awareness and trust in the process. Interviews are confidential, facility management are not allowed to be present, and the interviews are anonymised. In communicating non-compliance to management, the auditor cannot disclose information which could identify the employee or employees to avoid retaliation against them, which is forbidden by the Supplier Code.

All audits cover critical areas of the Supplier Code such as labour (including child/forced labour, discrimination, discipline, harassment/abuse, freedom of association, labour contracts); wages and hours (including wages and benefits and working hours); health and safety (including general work facility, emergency preparedness, occupational injury and safety hazards); management systems (including documentation and records, worker feedback and participation, audits and corrective action process); environment (including legal compliance, environmental management systems, waste and air emissions); anti-corruption and data security.

Our third-party auditors undergo Compliance Practitioner Initiative training, a corporate responsibility lead auditor programme. It encompasses a range of human rights standards, including key articles from the UN Universal Declaration of Human Rights; the ILO's Fundamental Conventions; the UN Guiding Principles on Business and Human Rights, and the Ethical Trading Initiative Base Code. In addition to the CPI and other training, auditors conduct periodic refresher training sessions covering various topics such as human trafficking, modern slavery, land rights, and other emerging issues and local laws. When scheduling an audit, the facility is requested to provide information on languages spoken by employees. Where necessary, the auditor uses external interpreters to ensure effective communication during the audit.

Canada Tracking List and Audits

Of the 954 suppliers on the overall 2025 tracking list, 56 were suppliers to the Reporting Entities and affiliated companies, of which 3 were audited in 2025. 53 of 56 suppliers were signatories to our Supplier Code.

Remediation Processes

The Reporting Entities recognise the importance of effective remediation should forced labour or child labour be identified. Our approach focuses on addressing harm, improving supplier practices and preventing recurrence.

If an incidence of noncompliance is found during an audit, a remediation timeline is set where timings are either immediate or from 30-90 days based on the finding. The audit reports provide a summary of findings, local law references based on noncompliance as appropriate, root cause and explanation of the noncompliance, follow-up method, timescale, and the recommendations or actions needed to close the finding. Suppliers upload a Corrective Action Plan (CAP) for each noncompliance finding in the audit platform and a follow-up audit is scheduled to confirm action. Auditors work with suppliers until full compliance is reached. Our aim is to work with suppliers to ensure remediation but in instances where the supplier fails to take sufficient action, we will terminate the supplier relationship.

Training Provided

The Reporting Entities provide modern slavery awareness training to highlight its global prevalence and to ensure employees understand how to respond to any suspected incident. We have created an e-learning module in partnership with Slave Free Alliance that is accessible to all employees. In 2025, we continued to deploy this modern slavery awareness training, with targeted delivery for teams in procurement, exhibitions, and facilities. All employees are regularly trained on the Code of Ethics and Business Conduct to ensure it remains a living guide to our corporate and individual behaviour, including expectations relating to human rights, responsible sourcing, and labour standards.

During 2025, we also held supplier sessions focused on avoiding modern slavery, promoting living wages, and setting science-based carbon reduction targets. Suppliers have access to modern slavery awareness training through our audit provider, including modules on building robust forced labour due diligence. This training is delivered via the audit platform in partnership with organisations such as Stronger Together. Consistent with our risk-based approach and the nature of our sector, modern slavery awareness training is available to employees in Canada but has not been mandatory, and to date has not included a specific focus on avoiding child labour. As our approach continues to evolve, the Reporting Entities will seek to strengthen training for Canadian employees by incorporating enhanced content on forced labour and child labour risks within existing training programmes.

Reporting Mechanisms

The Reporting Entities maintain confidential speak-up and reporting channels that are accessible to employees and suppliers globally. These mechanisms allow concerns, including potential forced labour or child labour issues, to be raised without fear of

retaliation. Reported concerns are reviewed and investigated in line with our internal procedures.

Assessing Effectiveness

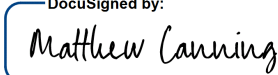
The Reporting Entities continue to assess the effectiveness of its approach through ongoing monitoring, supplier engagement, internal reviews and periodic risk reassessment. While recognising that risks may change over time, we remain committed to strengthening our systems and controls.

Approval and Attestation

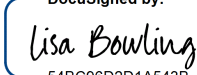
In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of the titles listed below, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity [or entities] listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Dated via DocuSign.


I have the authority to bind LexisNexis Canada Inc.:

DocuSigned by:
Signature: 
Printed Name: Matthew Canning
Title: Director, General Counsel Specialist III

I have the authority to bind LexisNexis, a division of RELX Inc.:

DocuSigned by:
Signature: 
Printed Name: Lisa Bowling
Title: Chief Procurement Officer

I have the authority to bind Elsevier Canada Inc.

Signed by:
Signature: 
Printed Name: Olivier Dumon
Title: Director, Senior Vice-President Technology and Product Innovation